



VICTORIA GOVERNMENT GAZETTE.

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No. 1110]

MONDAY, DECEMBER 12.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1949.

Dated at Melbourne, this
9th day of December, 1949.

RAY. H. BEERS,
Secretary for Labour.

STATIONERY BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1023 of the 29th November, 1949, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
		<i>£ s. d.</i>
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate) ..	9 8 0
2	Edge gilder	9 8 0
3	Guillotine machine operator	8 8 6
4	Tag machinist where machine has printing attachment	8 19 0
5	Tag machinist	8 3 0
6	Cutter from reel and/or slitter	7 18 0
7	Cutter from reel and/or slitter, if cutting or slitting— (a) Printed, creped, or embossed paper, or papers coated with gum or other adhesive	8 1 6
	(b) Paper into rolls for recording machines or wrapping machines, or machines similar to these machines	8 1 6
8	Envelope angle cutter	8 13 6
9	Envelope angle cutter who has to mark out	8 19 0
10	Envelope cutter and/or die cutter	8 1 6
11	Envelope cutter and/or die cutter who has to mark or lay out	8 5 6
12	Cutter of playing cards	8 1 6
13	Doyley machinist	8 5 6
14	Surface coater	8 1 6
15	Colour mixer for surface coating	7 14 0
16	Calenderer	7 18 0
17	Brusher	7 18 0
18	Water-proofer	7 18 0
19	Plate roller of paper or board	7 18 0
20	Employee working pasteboard machine	8 3 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	9 8 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	8 1 6

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A" Adult Males—continued.</i>		<i>£ s. d.</i>
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	7 18 0
24	Toilet roll automatic core making machines	8 1 6
25	Toilet paper crepeing machinist	8 1 6
26	Toilet roll slitting and rewinding machinist	8 1 6
27	Toilet paper oval roll slotting machinist	7 18 0
28	Any other adult male	7 6 0
29	An employee working on a night shift for a week shall be paid 16s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female employee of more than five years' experience employed in connexion with stationery	4 14 0
2	Female embosser	4 15 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	4 18 0
	(b) from nine to fifteen employees (both inclusive)	5 9 6
	(c) over fifteen employees	5 17 0
4	Females employees not otherwise specified	4 2 6

NOTE.—See clause 35 (g) *re* additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

		Third Column. Weekly Wage.
	<i>£ s. d.</i>	
1	Under 15 years of age	1 11 9
2	Between 15 and 16 years of age	1 19 3
3	Between 16 and 17 years of age	2 11 0
4	Between 17 and 18 years of age	3 8 0
5	Between 18 and 19 years of age	4 6 0
6	Between 19 and 20 years of age	5 4 3
7	Between 20 and 21 years of age	6 3 0

Where the work is performed by a male apprentice—

		Third Column. Weekly Wage.
	<i>£ s. d.</i>	
8	First year	1 12 9
9	Second year	2 3 6
10	Third year	2 16 9
11	Fourth year	3 16 6
12	Fifth year	4 16 6
13	Sixth year	6 13 0
14	A junior working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.	

Where the work is performed by a female junior—

		Third Column. Weekly Wage.
		<i>£ s. d.</i>
1	First year's experience	1 11 6
2	Second year's experience	1 18 0
3	Third year's experience	2 8 3
4	Fourth year's experience	2 18 0
5	Fifth year's experience	3 16 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.	
7	A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
8	In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clauses, other than clauses 2, 3, and 4, of the said Determination shall remain in force.



[6975]



VICTORIA
GOVERNMENT GAZETTE.

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No. 1111]

MONDAY, DECEMBER 12.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1949.

Dated at Melbourne, this
9th day of December, 1949.

RAY. H. BEERS,
Secretary for Labour.

PRINTERS BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1022 of the 29th November, 1949, shall be replaced by the following clauses:—

2. ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES)—

First Column. Number of Rate.	Second Column. Description of Employment:	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES.		
1	Machine compositor—that is, a person operating the keyboard of any class of slug-casting or type-setting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	9 18 6
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	9 8 0
	(b) For a second period of six months' probation	9 11 6
	(c) Thereafter the rate for a machine compositor	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLES "A"—ADULT MALES—continued.		
		£ s. d.
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	9 18 6
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	9 8 0
5	Operator of a Wells' cross-rule form machine	9 18 6
6	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 5 6
7	Working mechanic in charge (whether or not under a foreman or other person in authority) of a type-casting machine	9 8 0
8	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	8 5 6
9	Proof reader and/or reviser	9 11 6
10	Copy holder	7 16 0
11	Hand compositor (which shall include any person employed as a slugger, bulk hand, stone hand, or Ludlow machine compositor)	9 8 0
12	Electrotyper (which shall include an employee preparing lead for matrix moulding purposes)	9 8 0
13	Stereotyper	9 8 0
14	Engraver on wood or metal	9 8 0
15	Letterpress machinist	9 8 0
16	Railway ticket printer—single machine	8 11 6
17	Railway ticket printer—multiple machine	8 13 6
18	Machinist working a flat-bed machine printing from a reel	9 8 0
19	Letterpress rotary machinist	9 8 0
20	Letterpress rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	8 8 6
21	Collapsible tube printing machinist	9 8 0
22	Universal process machine operator	9 8 0
23	Lithography— (a) Artist and/or designer (b) Photo lithographic metal plate coater and/or photo lithographic photo composer and/or contact printer—down on lithographic metal plate (c) Lithographic pressman and/or lithographic manual transferer (d) Lithographic stone polisher and/or lithographic plate grainer and/or photo lithographic glass plate cleaner, but not including an employee processing photo lithographic glass plates (Where the plate grainer cronaxes or brunaxes zinc or aluminium plates he shall be paid the margin shown herein and 5s. in addition.) (e) Lithographic machinist, including lithographic tin printer	9 14 6 9 10 0 9 8 0 7 18 0 9 8 0
24	Photogravure machinist	9 8 0
25	Bookbinder	9 8 0
26	Marbler	9 8 0
27	Hand indexer	9 8 0
28	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	9 8 0
29	Finisher	9 8 0
30	Pocket-book maker	9 8 0
31	Ticket maker, turned-in work	9 8 0
32	Blotting pad maker	9 8 0
33	Portfolio maker	9 8 0
34	Person engaged in sawing and/or rolling books	9 8 0
35	Loose sheet cover maker	9 8 0
36	Edge-gilder	9 8 0
37	Leather cutter	9 8 0
38	Where an employee employed in any class for which a margin is prescribed by items 25 to 36 inclusive does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed margin, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 38 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 37)	8 1 6
39	Embossing machinist	9 8 0
40	Map and plan moulder and/or varnisher	9 8 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	9 8 0
42	Guillotine machine operator	9 8 0
43	Employee operating a milk bottle wad making machine	8 5 0
44	Waxer	8 3 0
45	Sheet varnishing and/or sheet gumming machinist	7 18 0
46	Rotary reel-gumming machinist	8 1 6
47	Metal maker for slug-casting or type-casting machines or Elrod machines or stereotyping or electrotyping	7 14 0
48	Printing ink mixer and/or maker	7 15 0
49	Bronzing machine operator	7 18 0
50	Roller maker	7 15 0
51	Feeder on any kind of machine	7 10 0

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wages.
TABLE "A"—ADULT MALES— <i>continued.</i>		
		£ s. d.
52	Bronze powder cleaner (or similar powder)—that is, an employee engaged in cleaning or reclaiming such bronze or other powder, sifting bronze or similar powder for the purpose of removing foreign matter (including disability allowance)	9 1 0
53	Roller maker—that is an employee who uses composition and acid in the making of rollers (including disability allowance)	9 1 0
54	Storeman	7 18 0
55	Packer and/or despatcher	7 18 0
56	Any other adult male	7 6 0
57	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
TABLE "B"—ADULT FEMALES: <i>(Including non-adult females of at least five years' experience.)</i>		
1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	9 8 0
2	Female head packer when employed as such	4 16 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together (b) When engaged on work which does not exceed both the measurements before mentioned	4 16 0 4 15 0
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	4 14 0 4 14 0
5	Female hand or machine sewer and taker down or repairer of letterpress work	4 14 0
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, interleaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	4 14 0
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	4 14 0
8	Female copy holder	4 14 0
9	Female embosser	4 15 0
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	4 14 0
11	A female employee in charge of or who supervises, directs, or is responsible for the work of:— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	4 18 0 5 9 6 5 17 0
12	Females employees not otherwise specified	4 2 6

NOTE.—See clause 36 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at 31st December, 1936, was being done by her and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

4. Where the work is performed by a male junior, not being an apprentice—

	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior, not being an apprentice :	
Under 15 years of age	1 11 9
Between 15 and 18 years of age	1 19 3
Between 16 and 17 years of age	2 11 0
Between 17 and 18 years of age	3 8 0
Between 18 and 19 years of age	4 6 0
Between 19 and 20 years of age	5 4 3
Between 20 and 21 years of age	6 3 0
Where the work is performed by a male apprentice :	
First year	1 12 9
Second year	2 3 6
Third year	2 16 9
Fourth year	3 16 6
Fifth year	4 16 6
Sixth year	6 13 0
A junior working on a night shift for a week shall be paid 12s. per week extra, for such night shift work ; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.	
Where the work is performed by a female junior—	
First year's experience	1 11 6
Second year's experience	1 18 0
Third year's experience	2 8 3
Fourth year's experience	2 18 0
Fifth year's experience	3 16 0
And thereafter the minimum wage prescribed for females for the class of work she is doing.	
A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra, until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.	
In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.	

Clause, other than clauses 2, 3, and 4, of the said Determination shall remain in force, except that sub-clause (b) of clause 1 of Schedule "A" shall be amended to read "The piece-work rate for machine composition shall be 9½d. per thousand ens, except where such work is done on a night shift, when the rate shall be 10d. per thousand ens."



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MONDAY, DECEMBER 12.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1949.

Dated at Melbourne, this
9th day of December, 1949.

RAY H. BEERS,
Secretary for Labour.

PAINTERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination published in *Government Gazette* No. 624 of the 3rd August, 1949, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops or joinery mills.

2. (i)

WAGES.

(a) Apprentices and Improvers.				(b) Other Employees.			
				All classes of work			
Apprentices.				Per Hour.		Per week of 40 Hours.	
				<i>s. d.</i>		<i>s. d.</i>	
1st year's experience	..	..	..	5	2½	207	6
2nd "	..	..	..	
3rd "	..	..	..	
4th "	..	..	..	
5th "	..	..	..	
				Per Week of 40 Hours.			
Improvers.				<i>s. d.</i>			
1st year's experience	..	..	..	45	0		
2nd "	..	..	..	60	7		
3rd "	..	..	..	82	10		
4th "	..	..	..	117	0		
5th "	..	..	..	152	5		

WAGES—continued.

<p>(a)</p> <p style="text-align: center;">Apprentices and Improvers.</p> <hr/> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed.</p> <p>In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.</p> <p style="text-align: center;">* <i>Improvers.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">One improver to three</td> <td style="width: 20%;">workers receiv-</td> </tr> <tr> <td>Two improvers to six</td> <td>ing not less</td> </tr> <tr> <td>Three improvers to twelve and there-</td> <td>than 207s. 6d.</td> </tr> <tr> <td>after one additional improver to every</td> <td>per week of 40</td> </tr> <tr> <td>twelve additional</td> <td>hours.</td> </tr> </table>	One improver to three	workers receiv-	Two improvers to six	ing not less	Three improvers to twelve and there-	than 207s. 6d.	after one additional improver to every	per week of 40	twelve additional	hours.	<p>(b)</p> <p style="text-align: center;">Other Employees.</p>
One improver to three	workers receiv-										
Two improvers to six	ing not less										
Three improvers to twelve and there-	than 207s. 6d.										
after one additional improver to every	per week of 40										
twelve additional	hours.										

* Note.—The employment, within the Metropolitan District, of any improver is illegal.

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

(a) If in charge of five tradesmen as aforesaid—is, per day:

(b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

<p>(a)</p> <p style="text-align: center;">Apprentices and Improvers.</p> <hr/> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 35%; text-align: center;">Apprentices.</td> <td style="width: 15%; text-align: center;">Per week of 40 hours.</td> <td style="width: 50%;"></td> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td></td> </tr> <tr> <td>1st year's experience</td> <td style="text-align: center;">37 6</td> <td></td> </tr> <tr> <td>2nd " "</td> <td style="text-align: center;">50 6</td> <td></td> </tr> <tr> <td>3rd " "</td> <td style="text-align: center;">60 0</td> <td></td> </tr> <tr> <td>4th " "</td> <td style="text-align: center;">97 6</td> <td></td> </tr> <tr> <td>5th " "</td> <td style="text-align: center;">127 0</td> <td></td> </tr> </table> <hr/> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 35%; text-align: center;">Improvers.</td> <td style="width: 15%; text-align: center;">Per Week of 40 Hours.</td> <td style="width: 50%;"></td> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td></td> </tr> <tr> <td>1st year's experience</td> <td style="text-align: center;">45 0</td> <td></td> </tr> <tr> <td>2nd " "</td> <td style="text-align: center;">60 7</td> <td></td> </tr> <tr> <td>3rd " "</td> <td style="text-align: center;">82 10</td> <td></td> </tr> <tr> <td>4th " "</td> <td style="text-align: center;">117 0</td> <td></td> </tr> <tr> <td>5th " "</td> <td style="text-align: center;">152 5</td> <td></td> </tr> </table> <hr/> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One apprentice to every three journeymen or fraction of three journeymen employed.</p> <p>In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.</p> <p style="text-align: center;">* <i>Improvers.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">One improver to three</td> <td style="width: 20%;">workers receiv-</td> </tr> <tr> <td>Two improvers to six</td> <td>ing not less</td> </tr> <tr> <td>Three improvers to twelve and there-</td> <td>than 200s. 6d.</td> </tr> <tr> <td>after one additional improver to every</td> <td>per week of 40</td> </tr> <tr> <td>twelve additional</td> <td>hours.</td> </tr> </table>	Apprentices.	Per week of 40 hours.			<i>s. d.</i>		1st year's experience	37 6		2nd " "	50 6		3rd " "	60 0		4th " "	97 6		5th " "	127 0		Improvers.	Per Week of 40 Hours.			<i>s. d.</i>		1st year's experience	45 0		2nd " "	60 7		3rd " "	82 10		4th " "	117 0		5th " "	152 5		One improver to three	workers receiv-	Two improvers to six	ing not less	Three improvers to twelve and there-	than 200s. 6d.	after one additional improver to every	per week of 40	twelve additional	hours.	<p>(b)</p> <p style="text-align: center;">Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.</p> <hr/> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 35%;"></td> <td style="width: 15%; text-align: center;">Per week of 40 hours.</td> <td style="width: 50%;"></td> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td></td> </tr> <tr> <td>1st year's experience</td> <td style="text-align: center;">37 6</td> <td></td> </tr> <tr> <td>2nd " "</td> <td style="text-align: center;">50 6</td> <td></td> </tr> <tr> <td>3rd " "</td> <td style="text-align: center;">60 0</td> <td></td> </tr> <tr> <td>4th " "</td> <td style="text-align: center;">97 6</td> <td></td> </tr> <tr> <td>5th " "</td> <td style="text-align: center;">127 0</td> <td></td> </tr> </table> <hr/> <p style="text-align: center;">PROPORTION.</p> <p>(i) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 200s. 6d. per week of 40 hours.</p> <p>(ii) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 200s. 6d. per week of 40 hours.</p>		Per week of 40 hours.			<i>s. d.</i>		1st year's experience	37 6		2nd " "	50 6		3rd " "	60 0		4th " "	97 6		5th " "	127 0	
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* Note.—The employment, within the Metropolitan District, of any improver is illegal.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth street, Melbourne ;		(ii) Within 5 Miles of the Post Office at Mildura ;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.		Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.		
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paper-hanging, or at any other work specified in (A) ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing forming or lettering any pictorial design, including the cutting of stencils .. (ii) Any other work specified in (B) ..	5 1	203 6	5 3	210 0	5 3	210 0	5 0½	200 6	5 0½	200 6
	3 4	133 0	3 5½	139 6	3 3	130 0				

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 10d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

- (a) If in charge of five tradesmen as aforesaid—1s. per day;
- (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

(e) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

Clauses, other than clause 2 of Part I, and clause 2 of Part II, of the said Determination shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 1113]

TUESDAY, DECEMBER 13.

[1949

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz. :—

1. That on the 30th November, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.		Number (in any place).
Making cigars or sorting and packing cigars :—		APPRENTICES.
APPRENTICES.		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
Experience—		One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.
1st year—		(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)
1st six months	.. .. . s. d. ..	*Percentage.
2nd six months	.. .. . 22 0 ..	14
2nd year	.. .. . 25 6 ..	16½
3rd year	.. .. . 36 6 ..	23½
4th year	.. .. . 54 7 ..	34½
or in lieu of weekly wages the work may be paid at the following piece-work prices :—	.. .. . 69 1 ..	44
Making Cigars.		IMPROVERS.
2nd year	.. One-third of the piece-work prices.	One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.
3rd year	.. Two-thirds of the piece-work prices.	One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.
4th year	.. Three-quarters of the piece-work prices.	See also clause 13 sub-clause (m)
Sorting and Packing Cigars.		
In Boxes of—		
	600 cigars. 250 cigars. 100 cigars. 50 cigars. 25 cigars. 10 cigars.	
	per 1,000. per 1,000. per 1,000. per 1,000. per 1,000. per 1,000.	
	s. d. s. d. s. d. s. d. s. d. s. d.	
1st year	.. 1 1·2 1 1·2 1 1·2 1 4·5 1 7·8 2 2·4	} See also clause 13 sub-clause (m).
2nd year	.. 1 4·5 1 4·5 1 4·5 1 7·8 2 5·7 2 9	
3rd year	.. 1 7·8 1 7·8 1 11·1 2 2·4 3 0·3 3 3·6	
4th year	.. 2 2·4 2 2·4 2 5·7 2 9 3 6·0 3 10·2	
IMPROVERS.		
18 years	.. .. . s. d. ..	*Percentage.
19 years	.. .. . 54 7 ..	34½
20 years	.. .. . 76 2 ..	48½
20 years	.. .. . 94 7 ..	60½

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	25 6	16½	25 6	16½	29 1	18½	29 1	18½
Turning bunches	25 6	16½	25 6	16½	29 1	18½	29 1	18½
Stripping fillers	25 6	16½	25 6	16½	29 1	18½	32 7	20½

Employed in—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	43 7	27½	47 1	30	64 9	41½	83 7	53½
Turning bunches	43 7	27½	47 1	30	64 9	41½	83 7	53½
Stripping fillers		Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 15s. per week of 40 hours ..	32 2	20½	35 9	22½	43 7	27½	54 11	35	68 8	43½	89 6	57	113 5	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	25 6	26	29 8	30½	34 1	34½	38 3	39
Stripping and booking cigar bunch wrapper leaf	55 2	56½	55 2	56½	55 2	56½	55 2	56½
Ringing cigars	25 6	26	29 8	30½	34 1	34½	38 3	39
Stripping fillers	25 6	26	29 8	30½	34 1	34½	38 3	39
Packing cigars, viz.:—								
Havanette	25 6	26	29 8	30½	34 1	34½	38 3	39
Royal Bengals	25 6	26	29 8	30½	34 1	34½	38 3	39
Bonanzas	25 6	26	29 8	30½	34 1	34½	38 3	39
Gem of East Cigarillos	25 6	26	29 8	30½	34 1	34½	38 3	39
Swiss	25 6	26	29 8	30½	34 1	34½	38 3	39
Cartons or parcels	25 6	26	29 8	30½	34 1	34½	38 3	39
Machine work, viz.:—								
Making bunches	25 6	26	29 8	30½	34 1	34½	38 3	39
Covering cigars	25 6	26	29 8	30½	34 1	34½	38 3	39
Swiss	25 6	26	29 8	30½	34 1	34½	38 3	39
Lucky Hit	25 6	26	29 8	30½	34 1	34½	38 3	39
Havanettes	25 6	26	29 8	30½	34 1	34½	38 3	39
Senioritas	25 6	26	29 8	30½	34 1	34½	38 3	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in—	Wages per Week of 40 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	<i>s. d.</i> 42 5	% 43½	<i>s. d.</i> 51 0	% 62	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	72 1	73½	76 6	78	Minimum wage	Minimum wage
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—						
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—						
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senioritas	"		"		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 98s. 1d. per week of 40 hours ..	<i>s. d.</i> 32 1	% 32½	<i>s. d.</i> 40 3	% 41	<i>s. d.</i> 48 4	% 49½	<i>s. d.</i> 53 11	% 55	<i>s. d.</i> 61 10	% 63	<i>s. d.</i> 70 10	% 72½	<i>s. d.</i> 80 5	% 82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	<i>£</i>	<i>s. d.</i>
Strippers and bookers of cigar covering leaf (males)	8	1 5
Strippers and bookers of cigar covering leaf (females)	5	16 1
Strippers and bookers of cigar bunch wrapper leaf (females)	5	5 7
Cigar box makers (males)	8	4 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	5	1 7
Stripping fillers (males)	7	17 0
All others (males)	7	17 0
.. (females) 62½ per cent. of the above rate for "All Others (Males.)"	4	18 1

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.
- (ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.
- (iii) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

SICK LEAVE.

8. (a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Pieceworkers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

For the purpose of administering paragraph (iv) of this clause an employer may, within one month of this Determination coming into operation, or within two weeks of an employee entering his employment, require the employee to make a sworn declaration or other written statement as to what paid leave of absence he or she has had from any employer during the then current year, and, upon such statement, the employer shall be entitled to rely and act.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

9. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

11. The wages rates for adult males set out in Clause 4 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 12. Provided that the wages rates of juveniles and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult piece-workers who work on piece-work the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	<i>s. d.</i>
Adult Males	38 0
Adult Females	23 9

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.		Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
14	7 11	7 6	7 6	7 6
15	8 7	8 7	9 4	9 4
16	10 6	10 6	11 5	11 5
17	13 3	13 3	12 7	12 7
18	10 6	10 6	14 4	14 4
19	21 8	21 8	16 6	16 6
20	27 6	27 6	18 9	18 9

Basic Wage.

Place.	Needs Basic Wage. (Adjustable.)	Loading. (Constant.)	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ <i>s. d.</i> 6 4 0	<i>s. d.</i> 6 0	£ <i>s. d.</i> 6 10 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1950, the amounts of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be :—

(a) MAKING CIGARS.
HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.	
		s.	d.
Extra Magnum	5 ¹ / ₄ inches.	13	8.725
Extra Magnum	5 ¹ / ₂	14	11.025
Consuelo shape	4 ¹ / ₂	12	6.7
Flor de Naves shape	4 ¹ / ₂	11	10.175
Bueno shape	4 ¹ / ₂	10	9.25
Long Bueno	4 ¹ / ₂	11	4.95
Ordinary taper shape	4 ¹ / ₂	10	9.25
Panetelas shape, with point	5	10	0.175
Panetelas shape, with flat tops	5	10	6.775
Southern Cross (no point)	5 ¹ / ₂	6	11.325
Meritas Bueno	4 ¹ / ₂	10	9.8
Meritas Bueno	4 ¹ / ₂	11	4.95
Corona shape	5 ¹ / ₂	14	5.8
Three-quarter Corona shape	5	12	3.675
Half Corona shape	3 ¹ / ₂	9	7.5
Italian shape (no binder)	6 ¹ / ₂	4	3.975
Italian shape, bunch making and rolling	6 ¹ / ₂	5	4.075

(b) MAKING CIGARS.
HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 ¹ / ₄	11	6.050
Castelares	4 ¹ / ₄	11	6.050
Bueno	4 ¹ / ₄	11	2.75
Full Corona	5 ¹ / ₂	15	0.675
Three-quarter Corona	5	12	11.65
Half Corona	3 ¹ / ₂	10	2.375
Petit Duc	3 ¹ / ₂	8	9.325
Maquillas	5 ¹ / ₂	15	0.675
Perlas	3 ¹ / ₄	9	1.175

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c) MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.	Where 10 to 12 Moulds, inclusive, are used.		Where 5 to 9 Moulds, inclusive, are used.		Where up to 4 Moulds, inclusive, are used.	
			s.	d.	s.	d.	s.	d.
Flor-de-Naves	4 ¹ / ₂ inches.	6 11.325	7	3.725	8	3.55	8	7.125
Half Corona shape	3 ¹ / ₂	8 0.25	8	3.55	8	7.125	9	3.65
Bueno, straight	4 ¹ / ₂	7 1.402	7	5.325	8	0.25	8	3.55
Bueno, long	4 ¹ / ₂	8 0.25	8	3.55	8	7.125	9	3.65
Bueno, long	5 ¹ / ₂	10 0.175	10	3.475	10	6.775	11	2.75
Bueno, long	6	11 2.75	11	6.05	11	10.175	12	7.25
Monopole Rothschilds	4 ¹ / ₂	6 7.75	6	11.325	7	9.5	8	3.55
Castella Special Tuck	4 ¹ / ₂	8 3.55	8	7.125	8	10.425	9	6.95
Gloria	4 ¹ / ₂	..	..	..	10	6.775	11	2.75
Sirdar	4 ¹ / ₂	..	..	..	7	10.975	9	6.95
Monopole Bouquet	4 ¹ / ₄	..	..	..	8	0.8	8	7.675
Casino C.W.	4 ¹ / ₄	..	..	..	8	10.975	9	7.5
Ordinary common straight	3 ¹ / ₂	6 1.15	6	4.45	6	7.75	7	3.725
Ordinary taper	4 ¹ / ₂	6 1.7	6	5	6	8.3	7	3.725
Rheingold	4 ¹ / ₂	6 3.35	6	6.65	6	10.225	7	5.925
Extra taper similar to Hansa	4 ¹ / ₂	6 1.15	6	4.45	6	7.75	7	3.725
Monopole Minors	3 ¹ / ₂	5 11.225	6	2.8	6	6.1	7	1.525
A 9	4 ¹ / ₄	..	7	7.85	8	0.25	8	7.125
5 DP	5 ¹ / ₂	..	..	..	10	10.9	11	6.05
5 H	4 ¹ / ₂	..	..	..	7	2.075	..	..
7 F and 11 N	4 ¹ / ₄	6 5	6	8.85	7	0.425	7	10.05
14 RT	4 ¹ / ₄	..	..	..	..	..	11	2.35
15 FJ	4 ¹ / ₄	..	7	2.075	7	5.925	8	1.9
48 F	4 ¹ / ₂	..	7	7.75	..	..	..	..

(d)

MANILA WORK.

Description	Length of Cigars, up to and including—	Per 100 Cigars.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{8}$	4 0·675
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 $\frac{5}{16}$	4 4·525
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 $\frac{1}{2}$	5 5·175

MANILA WORK—continued.

Description	Length of Cigars, up to and including—	Prices per 100 Cigars where the number of Moulds used is—							
		2, 3, or 4.		5 or 6.		7 or 8.		More than 8.	
		s.	d.	s.	d.	s.	d.	s.	d.
Perlas	3 $\frac{1}{8}$	8	0·25	7	3·725	6	11·325	6	7·75
Reina Victoria	4 $\frac{1}{2}$	10	0·175	9	3·65	8	10·425	8	7·125
Perfectos (old)	4 $\frac{1}{2}$	10	10·9	10	3·475	10	0·175	9	6·95
Perfectos (new)	4 $\frac{1}{8}$			8	10·425				
High Life in the East	4 $\frac{1}{2}$	8	0·25	7	3·725	6	11·325	6	7·75
Londres	4 $\frac{1}{2}$	7	3·725	6	7·75	6	4·45	6	1·15
1A Habano	4 $\frac{1}{2}$	7	9·5	7	2·075	6	10·225	6	5
2A Habano	4 $\frac{1}{2}$							6	2·25
3A Habano	4 $\frac{1}{2}$							5	10·125
4A Habano	4 $\frac{1}{2}$							5	7·375
5F	4 $\frac{1}{2}$			6	7·75				

Penal work 11a. 2·2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1·65d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Extras—	Per 100 Cigars.
	s. d.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 6 "
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{1}{16}$ " shorter than the mould.

(e)

SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
Hand work	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Monopole shape	6 2·25	6 9·4	8 6·85			
Panotelas, block work	5 10·4	6 5·55	7 11·7			
Manila cheroots, hand or paper	5 6·55	6 1·7	7 8·4			
Manila cheroots, small block work	5 10·4	6 5·55				
Cigars, bundles with two ribbons	5 0·5	5 7·65				
Matador block work	6 1·7	6 5·55				
Bueno shape, covered with Mexican tobacco	5 2·7	5 10·4				
Other Bueno shape	5 4·9	6 0·05	7 6·75			
Ordinary taper shape	5 0·5	5 7·65	7 5·1			
Extra taper shape, similar to Dona Sol	5 0·5	5 7·65	7 5·1			
Ordinary common straight shape	5 10·4	5 10·4	7 5·1			
"Queen's" tied with one ribbon	4 1·5	4 8·65	6 9·4			
"Queen's" tied with two ribbons	5 0·5					
Manila, tied in bundles of ten	5 4·35					
Manila, flat, tied in bundles of ten	4 7	4 7				9 2·55
Manila, long, tied in bundles of ten						
Manila, loose	5 4·35					
Extra, Magnum	5 2·7					
Sirdar	5 0·5	5 7·65	7 5·1			
Monopole Bouquet	7 11·7	8 6·85	10 0·45			
Casino C.W.	5 10·4	6 5·55	7 11·7			
Rheingold	5 2·7	5 10·4				
92AA	5 10·4	6 5·55	7 11·7			
14RT	5 0·5	5 7·65	7 5·1			
5DP	4 1·5					
Full Corona hand work	6 6·1	7 1·25	9 2·55			
	6 6·1	7 1·25	9 2·55			
	7 1·25	7 8·4	9 2·55			

STRIPPING FILLEBS—*continued.*

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.		Males.		Females.	
		<i>s. d.</i>		<i>s. d.</i>	
Adults .. .. .	.. .. .	38	0 per week	23	9 per week
14 years of age .. .. .	.. .. .	7	11 " "	7	6 " "
15 " " .. .. .	.. .. .	8	7 " "	9	4 " "
16 " " .. .. .	.. .. .	10	6 " "	11	5 " "
17 " " .. .. .	.. .. .	13	3 " "	12	7 " "
18 " " .. .. .	.. .. .	16	6 " "	14	4 " "
19 " " .. .. .	.. .. .	21	8 " "	16	6 " "
20 " " .. .. .	.. .. .	27	6 " "	18	9 " "

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th November, 1949.